

Recommendations for Federal Action on the Early Learning Workforce

1. Preparation Matters

- Invest federal financial resources in a coordinated effort to revamp higher education program content and method of delivery and to support faculty professional development.
- Provide resources and guidelines to build an early learning leadership pipeline in institutions of higher education for college instructors, mentors and supervisors, administrators, principals and other field leaders.

2. Support for Ongoing Learning Matters

- Develop guidelines for effective content and approaches for professional development initiatives supported by federal dollars.
- Develop promising practices for training mentors and coaches and require training for all mentors and coaches paid through federal dollars.
- Encourage states to focus attention on improving adult work environments through convening experts to recommend criteria for QRIS ratings, supporting use of federal dollars for improving work environments, developing better measures of the adult learning environment, and requiring focus on the adult environment as a condition of federal funding for QRIS.

3. Workplace Reward Matters

- Establish a federal task force to address compensation crisis.
- Support creative use of federal subsidy dollars to promote better compensation.
- Strengthen the link between degree attainment and higher salaries in Head Start and federally funded professional development initiatives.
- Link federal resources for QRIS to improving compensation.